

**Act No. 81 (H.261). Labor; fair employment practices; criminal records;  
employment applications**

**An act relating to criminal record inquiries by an employer**

This act prohibits employers from requesting criminal history record information on an initial employment application. It permits employers to ask about a prospective employee's criminal history record during an interview or once the prospective employee is deemed otherwise qualified for a position. It also creates an exception that permits employers to inquire about criminal convictions on an initial application under certain circumstances. It requires employers to provide a prospective employee who remains eligible for a position following a criminal history record inquiry with an opportunity to explain the information in his or her criminal history record.

Effective Date: July 1, 2017